

Compensation & Benefits

The current salary for this position is \$164,742 and is currently under review. The City of Lodi provides an excellent benefits package that includes:

- ◆ Retirement: CalPERS, 2% at 55; City pays the employee contribution of 7%. The City does not participate in Social Security.
- ◆ Deferred Compensation Plan: Employee may defer up to \$16,500 annually and if one is over 50 the total raises to \$22,000. The City matches up to 3% of the employee's base salary.
- ◆ Vacation: Accrual equal to two weeks paid vacation annually increasing with length of service.
- ◆ Holidays: Nine and a half assigned holidays and four floating holidays annually.
- ◆ Medical/Dental/Vision Plan: The City contributes 100% for employee medical, dental, vision and chiropractic. Eligible dependents may be added for a share of the cost.
- ◆ Administrative Leave: Employee is granted 80 hours per calendar year.
- ◆ Life Insurance: City pays full premium for employee and dependent life insurance, two times the annual salary. Maximum benefit is \$250,000.
- ◆ Long Term Disability: City provides coverage up to approximately two-thirds of annual salary.
- ◆ Tuition Reimbursement: Up to \$3,598 plus books, per year.
- ◆ Flexible Spending Plan: City promotes participation in a Section 125 Cafeteria Plan.
- ◆ Employee Assistance Program, Catastrophic Leave, and Sick Leave conversion plans are also provided.

For additional information regarding the City of Lodi, please visit the City's website at www.lodi.gov.



The Process

To be considered for this exciting career opportunity, please forward a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408-399-4423
E-mail: jobs@averyassoc.net
www.averyassoc.net



The final filing date for this position is December 30, 2009.

If you have any questions regarding this position, please feel free to contact Paul Kimura 408-399-4424.

The City of Lodi is an Equal Opportunity Employer

The City of Lodi

*invites your interest for the
position of*



Electric Utility Director

The City of Lodi

The historic, charming and unique City of Lodi is home to 63,000 residents. Lodi is ideally located adjacent to Highway 99 and I-5, 34 miles south of Sacramento, two miles north of Stockton, and 90 miles east of San Francisco. The residents of Lodi take immense pride in their community that is surrounded by lush parks, wineries, museums, a lake and open space. The city is committed to quality growth while striving to protect its historical, small-town ambiance through an annual growth management program. Lodi is home to several large manufacturing, general services and agriculturally based companies, and it has an excellent balance of jobs to residential housing units.



A revitalized downtown boasts unique shops, fine restaurants, and a movie theater. Lodi is known for its authentic wine region heritage with over 60 wineries within 10 miles of downtown. Housing is relatively affordable as the 2009 median price for home is \$166,000. Educational opportunities abound as University of the Pacific, California State University-Stanislaus/Turlock/Stockton Center, San Joaquin Delta Community College, and the University of San Francisco satellite center are all within a 20-minute drive of the City. Lodi is also a safe city as crime rates are low and community pride reigns high, reflecting active community involvement and a strong public safety structure. By all measures, the quality of life in the City of Lodi is exceptional and provides an ideal location in which to live, work and play.

City Government and the Electric Utility

Lodi incorporated as a General Law City in 1906 and operates with a Council/Manager form of government. The City Council governs the city and is comprised of five at-large members who are elected to alternating four-year terms. Lodi is a full service city with a committed workforce of 460 employees who provide a wide range of municipal services including police, fire, public utilities (water, wastewater and electricity), transportation, community development and leisure/social services. City staff led by City Manager Blair King enjoys a positive and healthy working relationship with the City Council. The City's 2009/10 all funds budget is in excess of \$170 million. For additional information regarding the City of Lodi, please visit the City's website at www.lodi.gov.



The Electric Utility was established in 1910 and serves 12 square miles of incorporated area and 25,500 electric customers. The customer base includes 40% residential, 30% commercial and 30% industrial users. It also covers over 300 miles of transmission and distribution lines, has four substations, with a peak load of 123 MW and generates annual sales of about 475 GWH. The department strives to strengthen the community through a variety of Public Benefits programs. These

programs include assistance to low-income households, energy conservation information and demonstration projects. The department has a \$72 million operating budget and a staff of 45 within the divisions of Engineering & Operations, Rates & Resources, and Customer Programs & Construction.

The Position and the Ideal Candidate

The Electric Utility Director is appointed by and works closely with the City Manager. A key aspect of this assignment will focus on strengthening the operational efficiency and financial viability of the utility. The goal is to improve the financial reserve position and utility rating status through more effective rate modeling and other analytical methods and the planned transition from purchasing to producing power. Power production will take place with the completion of the Lodi Energy Center anticipated for April 2012. The Center will be developed by the Northern California Power Agency with Lodi having access to approximately 10% of the utility's capacity. The new director will actively represent Lodi's interest in this venture.

An essential priority for this assignment relates to organizational leadership. The director must have the ability to positively work with and relate to the wide range of utility personnel in both the field and the office environment. A progressive and involved management style will be critical in this position. Additionally, a high level of collaboration and sensitivity in working with various city departments is crucial for success in this role. Development of a positive work relationship with the City Council and the broader community will require an emphasis on civic engagement and a cordial and effective presentation style.

Among the operational issues of importance is the administration of state mandated programs related to energy efficiency, public education, various rebate programs. These efforts combined with the goal of 33% renewable energy sources by 2020, will require an innovative and forward thinking leader who will be active in pursuing sustainable and renewable energy sources. In the future, construction of the City's 5th substation is anticipated upon full economic recovery. This effort will require a high level of public outreach and community interaction.



This position will require a high level of knowledge of power resources, financial management and forecasting. Experience with rate setting, cost of service analysis, and optimal equipment utilization in the construction, operation and maintenance of an electric utility is expected. Knowledge of regulatory codes and local, regional and national laws related to electrical utility operations is also required. The position will also require a minimum of five years management experience of an electric utility along with a BA/BS in Electrical Engineering, Public/Business Administration or a related field.

